



**FACTORS THAT INFLUENCE JOB SATISFACTION AMONG EMPLOYEES AT
HEADQUARTERS OF MATRIX CONCEPTS HOLDINGS BERHAD, SEREMBAN**

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DECLARATION OF ORIGINAL WORK



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TABLE OF CONTENT

	Page
TITTLE PAGE	ii
DECLARATION OF ORIGINAL WORK	iii
LETTER OF SUBMISSION	iv
ACKNOWLEDGEMENT	vi
TABLE OF CONTENTS	vii
LIST OF TABLES	ix
LIST OF FICURES	x
LIST OF ABBREVIATIONS	xi
ABSTRACT	xii

CHAPTER 1

INTRODUCTION

1.0 Background of Study	1
1.1 Background of Company	2
1.2 Problem Statement	6
1.3 Research Objectives	7
1.4 Research Questions	7
1.5 Scope of Study	7
1.6 Significance of Study	7
1.7 Limitation of Study	8
1.8 Definition of Terms	8
1.8.1 Job Satisfaction	8
1.8.2 Reward	9
1.8.3 Working Environment	9
1.8.4 Work-Family Conflict	9
1.8.5 Job Autonomy	9

CHAPTER 2

LITERATURE RIVIEW

2.0 Introduction	10
2.1 Job Satisfaction	10
2.2 Reward	11
2.3 Working Environment	12
2.4 Work-Family Conflict	13
2.5 Job Autonomy	14
2.6 Research Framework	16
2.7 Hypothesis	17

CHAPTER 3

RESEARCH METHODOLOGY

3.0 Introduction	18
3.1 Research Design	18
3.1.1 Type of Study	18
3.1.2 Study Setting	19
3.1.3 Time Horizon	19
3.2 Sampling Design	19
3.2.1 Population	19
3.2.2 Sampling Frame	20
3.3 Data Collection Method	20
3.3.1 Primary Data	20
3.4 Research Instrument	21
3.4.1 Likert Scale	21
3.4.2 Category Scale	22
3.5 Data Analysis	22
3.5.1 Frequency Distribution	22
3.5.2 Reliability Analysis	23
3.5.3 Normality Analysis	23
3.5.4 Pearson Correlation	23
3.5.5 Multiple Regression	24
3.6 Pilot Test	24
3.7 Testing of the Hypothesis	25

ABSTRACT

The purpose of this study conducted is to examine the factors that influence job satisfaction among employees at Headquarters of Matrix Concepts Holdings Berhad, Seremban. The population of this study consists of 92 employees from the Headquarters of Matrix Concepts Holdings Berhad, Seremban. A total number of the questionnaire distributed is 92, to obtain relevant information needed for this study. The factors that are chosen as independent variables are reward, working environment, work-family conflict and job autonomy. This study is conducted within the time frame of February 2017 to May 2017. Based on the result of this study, it is shown that only work-family conflict that has no relationship with job satisfaction while reward, working environment and job autonomy has the relationship with job satisfaction. The result of this study recommends that organization should focus on reward and improve the working environment in order to increase job satisfaction among their employees such as create an effective reward. For example, the organization can give recognition to employees that have performed the job well and give salary increment to the employees once in a year. In addition, this study recommends that organization should improve the working environment such as improve the equipment, tools and providing comfortable and secure working area. Besides for future research, researcher suggests that the same study should be conducted including all branches of Matrix Concepts Holdings Berhad and other work-related variables can be added in this study to increase the R-square of this study.